

ENROLLED ORDINANCE 158-30

RATIFICATION OF 2002-2003-2004 SOCIAL WORKER COLLECTIVE BARGAINING AGREEMENT

WHEREAS Waukesha County has engaged in collective bargaining with Social Workers represented by AFSCME Local 902, and

WHEREAS the parties have reached a tentative agreement, subject to the ratification by the Waukesha County Board of Supervisors.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES ORDAIN, the following recommendations of the Personnel Committee and the accompanying changes in wages, hours, and working conditions of employees represented by the AFSCME Local 902 be approved.

Section I. Contract Language and Personnel Policy

- A. Modify the collective bargaining agreement to cover the years 2002-2003-2004.
- B. Effective the first of the month following ratification amend mileage reimbursement to provide that the reimbursement level will be made at the level established by the IRS. Modify car pool incentive to provide the following: three (3) people in a vehicle - fifteen cents (15¢) per mile; four to five (4-5) people in a vehicle – twenty-five cents (25¢) per mile; six plus (6+) people in a vehicle – thirty-five (35¢) per mile.

Section II. Benefits

- A. Effective January 1, 2004, the County will provide employees the opportunity to participate in the Section 125 Medical Reimbursement Plan.
- B. Effective January 1, 2004, modify the CompCare HMO health insurance plan as follows:
 - 1. Lifetime maximum 2 million
 - 2. Emergency room co-pay--\$25 life threatening; \$50 urgent care
 - 3. Office Visit \$10
 - 4. Inpatient co-pay \$25, day, maximum \$250 per occurrence
 - 5. Medical equipment co-pay \$25
 - 6. Skilled home care co-pay \$10
 - 7. Drug co-pay \$10 generic, \$20 brand, \$30 out of formulary
- C. Effective January 1, 2004, modify the Point-Of-Service health insurance plan as follows:
 - 1. Change the prescription drug co-pay to \$10 generic/\$15 brand/\$25 out-of-formulary.
 - 2. Modify the in-network benefit plan to provide 90%/10% coinsurance; \$100 single/\$300 family deductible; \$400 single/\$800 family out-of-pocket co-insurance maximum.

Section III. Classification and Compensation

A. Across-the-board increase of three percent (3%) shall be applied to the 2001 rates of pay effective December 29, 2001.

B. An across-the-board increase of three percent (3%) shall be applied to the 2002 rates of pay effective December 28, 2002.

C. An across-the-board increase of three percent (3%) shall be applied to the 2003 rates of pay effective December 27, 2003.

D. Effective April 3, 2004, modify the classification and salary schedule as follows:

1. Abolish the classifications of Social Worker I and Social Worker II and create the classification of Social Worker.
2. Combine the salary ranges of Social Worker I and Social Worker II and create a new nine (9) step plan with one year time intervals between steps.
3. Current employees who are in a six (6) month step interval will continue to be eligible for merit increases at six (6) month time intervals until they reach a one year step, thereafter employees will be eligible for merit increases after one (1) year of work at the previous salary step.

BE IT FURTHER ORDAINED that the classification specification for Social Worker on file in the County Clerks Office and the Department of Administration be adopted upon final approval of this ordinance.